MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2015 /2016

BHR2834 – HUMAN RESOURCE MANAGEMENT

(Distance Education)

17 OCTOBER 2015
2:30 p.m. – 4:30 p.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of 1 page, excluding this cover page.
2. There are 5 essay questions worth 20 marks each.
3. Please answer ALL QUESTIONS. The total marks for this exam is 100 marks
4. Please write ALL your answers in the ANSWER BOOKLET provided.

Please answer ALL FIVE (5) questions below. Each question is worth 20 marks.

1. What is evidence-based human resource management (HRM)? (10 marks)

   How does evidence-based HRM benefit firms? (10 marks)

   (Total = 20 marks)

2. A human resource manager needs to develop job specifications for a new position at her firm. She can either base the job specifications on statistical analysis or on common sense. Briefly describe each method, and recommend which method the HR manager should use.

   (20 marks)

3. What are the pros and cons associated with using internal sources of job candidates?

   (20 marks)

4. Why are family-friendly benefits and flexible benefits increasingly popular?

   (15 marks)

   Provide examples of both types of programs. (5 marks)

   (Total = 20 marks)

5. What staffing options do multinational firms have when filling positions in foreign subsidiaries? Describe in terms of the following 3 (three) types of international managers: locals, home-country nationals, or third-country nationals.

   (15 marks)

   If you were the HR Manager, which type of staff would you prefer to hire in your foreign subsidiary?

   (5 marks)

   (Total = 20 marks)

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